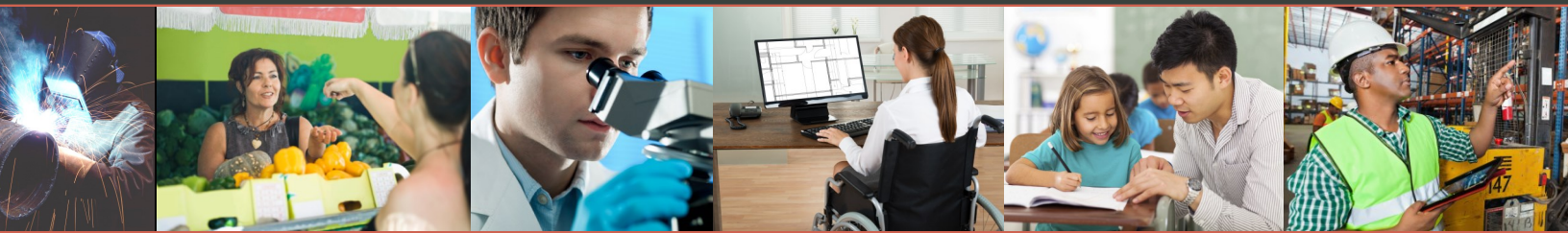


STATE OF IOWA

LABORSHED ANALYSIS



A STUDY OF WORKFORCE CHARACTERISTICS

IOWA
WORKFORCE
DEVELOPMENT

RELEASED | APRIL 2022

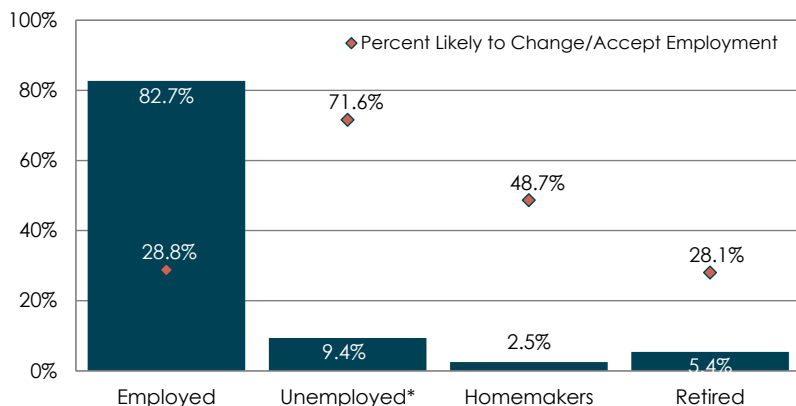
STATE OF IOWA LABORSHED SURVEY ANALYSIS

A Laborshed is the area or region from which an employment center draws its commuting workers. Community Laborshed analyses are conducted across the State of Iowa and are used to determine the approximate boundaries of a Laborshed area and to measure the availability and characteristics of its workers. The following analysis is a summary of the data compiled from 6,000 survey responses provided by individuals between the ages of 18 and 64 years old residing in the State. These responses were extracted from the statewide Laborshed database of 13,815 surveys conducted between December 2020 and January 2022.

OCCUPATIONS AND EMPLOYMENT STATUS IN IOWA

Survey respondents were asked to identify their current job title and the industry in which they are currently working. The largest concentration of workers are employed within the wholesale & retail trade; healthcare & social services; manufacturing; and education industries. In addition, the top reported occupations for respondents are in management and office & administrative support.

The chart below shows the percentage of respondents by employment status within the State.



UNDEREMPLOYMENT



	% within Iowa
Inadequate Hours	1.8%
Mismatch of Skills	7.0%
Low Income	0.4%
†Total Underemployment	8.4%

† Individuals may be underemployed for more than one reason, but are counted only once for total estimated underemployment.

The underemployed are individuals who are working fewer than 35 hours per week but desire more hours; are working in positions that do not meet their skill or education level, or worked for higher wages at previous employment; or are working 35 hours or more per week with wages equal to or less than the national poverty level.

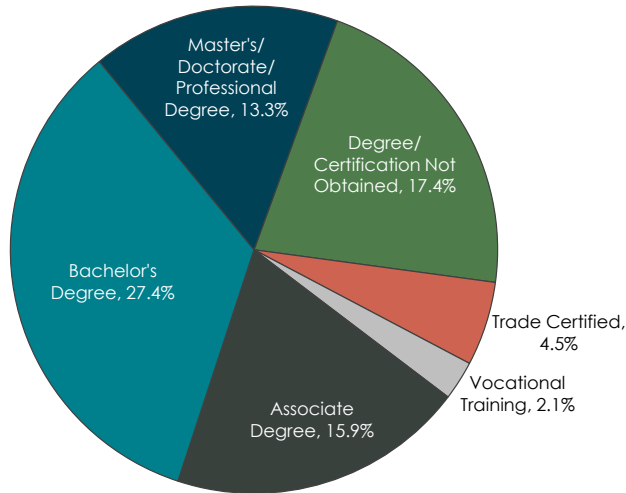
INDUSTRIAL CLASSIFICATION OF THE EMPLOYED

	% within Iowa	% Employed within the Industry	% Likely to Change Employment	% Unemployed* within the Industry
Wholesale & Retail Trade	14.9%	76.2%	43.2%	16.8%
Healthcare & Social Services	13.8%	83.2%	34.2%	10.8%
Manufacturing	13.3%	83.6%	33.4%	9.0%
Education	9.3%	82.4%	30.2%	5.0%
Finance, Insurance & Real Estate	8.8%	90.4%	23.8%	4.2%
Professional Services	8.4%	83.1%	29.1%	11.0%
Transportation, Communication & Utilities	7.8%	84.1%	29.9%	7.7%
Construction	7.7%	84.9%	22.2%	10.4%
Public Administration & Government	7.3%	85.4%	24.5%	4.5%
Personal Services	4.6%	81.2%	20.3%	10.7%
Agriculture, Forestry & Mining	3.6%	88.8%	16.3%	4.8%
Entertainment & Recreation	0.5%	66.7%	26.7%	24.4%

Occupation	% within Iowa
Management	18.0%
Office & Administrative Support	12.3%
Business & Financial Operations	7.0%
Production	6.5%
Healthcare Practitioner & Technical	6.3%
Transportation & Material Moving	6.0%
Sales & Related	5.8%
Construction & Extraction	5.7%
Education, Training & Library	5.1%
Installation, Maintenance & Repair	4.9%
Computer & Mathematical Science	3.0%
Architecture & Engineering	2.6%
Community & Social Services	2.6%
Healthcare Support	2.4%
Food Preparation & Serving Related	2.2%
Life, Physical & Social Science	1.7%
Building/Grounds Cleaning & Maintenance	1.6%
Personal Care & Service	1.6%
Arts, Design, Entertainment, Sports & Related	1.3%
Protective Service	1.3%
Legal	1.1%
Farming, Fishing & Forestry	0.7%
Military Specific	0.3%

EDUCATION OF THE EMPLOYED

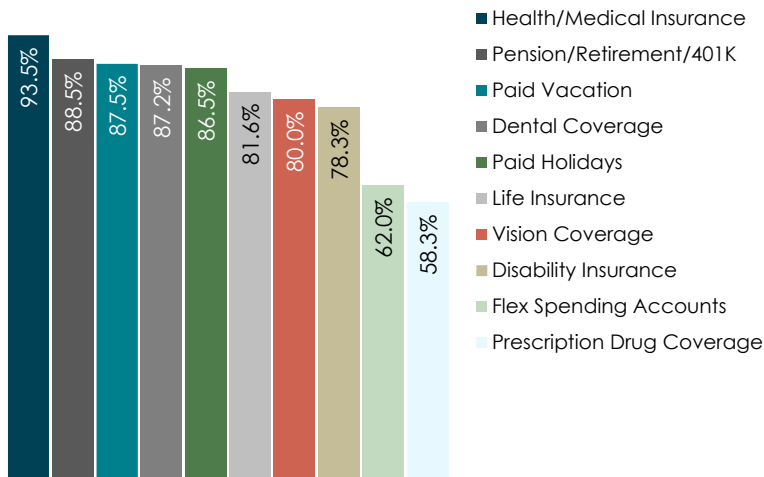
80.6% have an education beyond high school



FIELDS OF STUDY



CURRENT BENEFITS OF THE FULL-TIME EMPLOYED



The majority (83.7%) of respondents employed full-time state that they are currently sharing the cost of health/medical insurance premiums with their employer. However, 10.7 percent indicate their employer pays the entire cost of insurance premiums.

EMPLOYED - LIKELY TO CHANGE EMPLOYMENT

- 28.8% of employed are likely to change employment
- 26.1% are actively seeking new employment
- 18.3% are working multiple jobs
- Currently working an average of 43 hours per week
- Average age is 41 years old
- 30.8% currently working in the professional, paraprofessional & technical occupational category followed by 25.1% in the production, construction & material handling occupational category
- 60.6% earn an hourly wage
 - \$17.15 - median hourly wage
- 33.1% earn an annual salary
 - \$65,000 - median annual salary
- Most frequently identified job search resources:
 - Internet - 87.5%
 - www.indeed.com
 - www.linkedin.com
 - specific company/organization websites
 - Networking through friends, family and acquaintances - 45.2%
 - IowaWORKS Centers - 23.1%
 - Private Employment Services - 16.8%
 - Newspapers - 16.7%

EDUCATION AND MEDIAN WAGE BY INDUSTRY

	Some Level Beyond High School	Associate Degree	Bachelor's Degree or Higher	Annual Salary	Hourly Wage
All Employed	80.6%	15.9%	40.7%	\$68,000	\$19.50
Agriculture, Forestry & Mining	70.9%	16.1%	28.5%	\$54,000	\$20.00
Construction	64.2%	15.4%	18.1%	\$65,000	\$22.50
Education	91.0%	6.7%	70.9%	\$60,000	\$14.00
Entertainment & Recreation	75.5%	6.7%	44.4%	\$52,000	\$12.50
Finance, Insurance & Real Estate	87.8%	12.0%	53.4%	\$82,500	\$18.60
Healthcare & Social Services	87.9%	23.2%	43.0%	\$66,000	\$17.71
Manufacturing	72.8%	15.4%	29.4%	\$80,000	\$21.00
Personal Services	75.8%	11.9%	32.5%	\$52,500	\$18.50
Professional Services	83.4%	17.4%	46.5%	\$77,000	\$17.00
Public Administration & Government	91.6%	16.1%	55.7%	\$74,000	\$25.00
Transportation, Communication & Utilities	75.4%	16.8%	24.3%	\$73,000	\$21.00
Wholesale & Retail Trade	66.9%	15.2%	21.6%	\$60,000	\$14.00

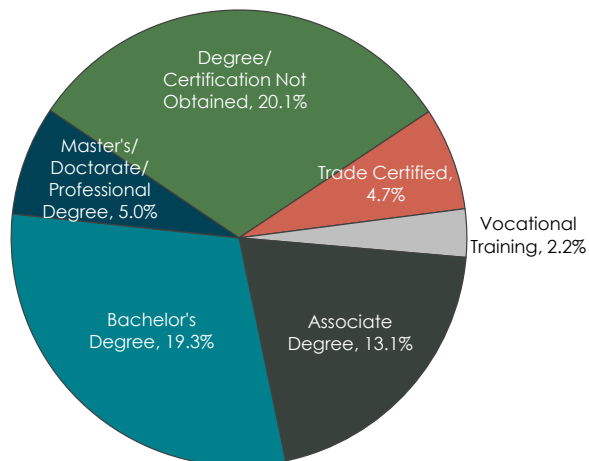
This table includes all respondents without consideration of employment status or willingness to change/enter employment. The category of respondents is based on their current or former industry of employment.

UNEMPLOYED - LIKELY TO ACCEPT EMPLOYMENT

- 9.4% of the respondents are unemployed*
- 71.6% are likely to accept employment
- 63.7% are actively seeking employment
- Average age is 42 years old
- 50.2% are female; 49.8% are male

EDUCATION:

- 64.4% have some post high school education



WAGES:

- \$15.00/hr - to attract 66% of applicants
- \$18.00/hr - to attract 75% of applicants
- \$14.00/hr - lowest wage willing to accept (median)

TOP REASONS FOR BEING UNEMPLOYED:

- Health/disability issues - 27.6%
- Covid-19/pandemic - 20.2%
- Layoff/employer closure - 16.6%

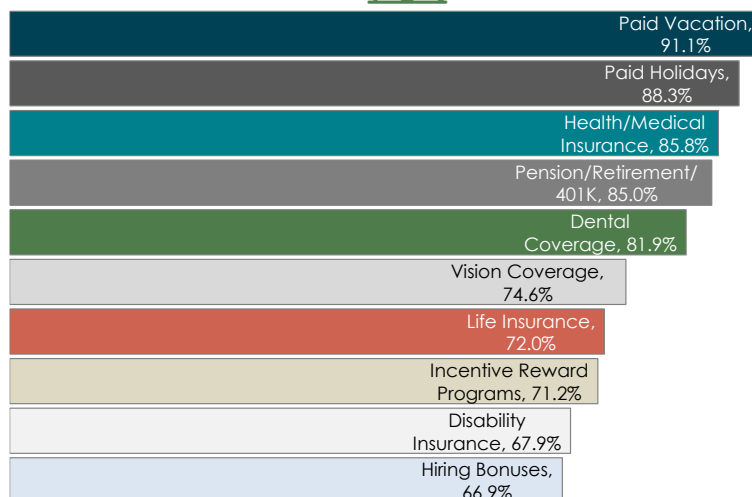
LENGTH OF TIME UNEMPLOYED:

- 12 months or less - 68.4%
- Greater than one year - 31.6%

DESIRED OCCUPATIONAL CATEGORIES:

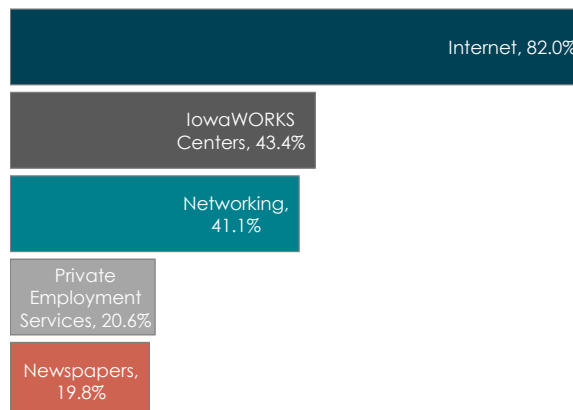
	% Unemployed Likely to Accept
Service	25.8%
Clerical/Administrative Support	17.1%
Production, Construction & Material Handling	17.1%
Professional, Paraprofessional & Technical	17.1%
Sales	17.1%
Agriculture	5.8%
Managerial/Administrative	0.0%
Total	100%

TOP DESIRED BENEFITS



- 53.3% indicated they prefer employment offers where employer and employee share the cost of medical insurance premiums.

TOP JOB SEARCH RESOURCES



*Employment status is self-identified by the survey respondent. The unemployment percentage does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

IN PARTNERSHIP:

IOWA
WORKFORCE
DEVELOPMENT

IOWA
economic development

Data compiled and analyzed by:
Iowa Workforce Development
Labor Market Information Division

1000 E. Grand Avenue, Des Moines, Iowa 50319

Phone: (515) 281-3035 | Email: Laborshed.Studies@iwd.iowa.gov

www.iowalmi.gov/laborshed